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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4245
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: Pennsylvania

Area: Pennsylvania Counties of York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.80
01012 - Accounting Clerk II		19.98
01013 - Accounting Clerk III		22.35
01020 - Administrative Assistant		30.63
01035 - Court Reporter		23.03
01041 - Customer Service Representative I		17.41
01042 - Customer Service Representative II		19.00
01043 - Customer Service Representative III		21.33
01051 - Data Entry Operator I		17.99
01052 - Data Entry Operator II		19.63
01060 - Dispatcher, Motor Vehicle		23.17
01070 - Document Preparation Clerk		18.34
01090 - Duplicating Machine Operator		18.34
01111 - General Clerk I		17.39
01112 - General Clerk II		18.98
01113 - General Clerk III		21.30
01120 - Housing Referral Assistant		25.67
01141 - Messenger Courier		17.04
01191 - Order Clerk I		19.13
01192 - Order Clerk II		20.87
01261 - Personnel Assistant (Employment) I		20.78
01262 - Personnel Assistant (Employment) II		23.24
01263 - Personnel Assistant (Employment) III		25.92
01270 - Production Control Clerk		28.45
01290 - Rental Clerk		18.30
01300 - Scheduler, Maintenance		20.59
01311 - Secretary I		20.59
01312 - Secretary II		23.03
01313 - Secretary III		25.67
01320 - Service Order Dispatcher		20.71
01410 - Supply Technician		30.63
01420 - Survey Worker		20.29
01460 - Switchboard Operator/Receptionist		16.86
01531 - Travel Clerk I		18.34
01532 - Travel Clerk II		20.59
01533 - Travel Clerk III		23.03
01611 - Word Processor I		18.34
01612 - Word Processor II		20.59
01613 - Word Processor III		23.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.95
05010 - Automotive Electrician		22.23
05040 - Automotive Glass Installer		21.13
05070 - Automotive Worker		21.13
05110 - Mobile Equipment Servicer		18.92
05130 - Motor Equipment Metal Mechanic		23.36
05160 - Motor Equipment Metal Worker		21.13
05190 - Motor Vehicle Mechanic		23.36
05220 - Motor Vehicle Mechanic Helper		17.81
05250 - Motor Vehicle Upholstery Worker		20.06
05280 - Motor Vehicle Wrecker		21.13
05310 - Painter, Automotive		22.23
05340 - Radiator Repair Specialist		21.13
05370 - Tire Repairer		17.96
05400 - Transmission Repair Specialist		23.36
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.67
07041 - Cook I		17.30
07042 - Cook II		19.32
07070 - Dishwasher		13.88
07130 - Food Service Worker		13.84
07210 - Meat Cutter		18.70
07260 - Waiter/Waitress		13.90
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		24.38
09040 - Furniture Handler		16.28
09080 - Furniture Refinisher		22.88
09090 - Furniture Refinisher Helper		18.32
09110 - Furniture Repairer, Minor		20.64
09130 - Upholsterer		24.38
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.22
11060 - Elevator Operator		16.74
11090 - Gardener		22.13
11122 - Housekeeping Aide		16.74
11150 - Janitor		16.74
11210 - Laborer, Grounds Maintenance		18.25
11240 - Maid or Houseman		14.77
11260 - Pruner		16.96
11270 - Tractor Operator		20.84
11330 - Trail Maintenance Worker		18.25
11360 - Window Cleaner		18.01
12000 - Health Occupations		
12010 - Ambulance Driver		18.25
12011 - Breath Alcohol Technician		26.06
12012 - Certified Occupational Therapist Assistant		28.66
12015 - Certified Physical Therapist Assistant		30.98
12020 - Dental Assistant		22.20
12025 - Dental Hygienist		39.25
12030 - EKG Technician		28.63
12035 - Electroneurodiagnostic Technologist		28.63
12040 - Emergency Medical Technician		18.25
12071 - Licensed Practical Nurse I		23.31
12072 - Licensed Practical Nurse II		26.06
12073 - Licensed Practical Nurse III		29.05
12100 - Medical Assistant		19.69
12130 - Medical Laboratory Technician		29.70

12160 - Medical Record Clerk		19.22
12190 - Medical Record Technician		21.50
12195 - Medical Transcriptionist		22.80
12210 - Nuclear Medicine Technologist		57.28
12221 - Nursing Assistant I		15.35
12222 - Nursing Assistant II		17.27
12223 - Nursing Assistant III		18.85
12224 - Nursing Assistant IV		21.16
12235 - Optical Dispenser		18.79
12236 - Optical Technician		21.19
12250 - Pharmacy Technician		17.42
12280 - Phlebotomist		19.73
12305 - Radiologic Technologist		31.62
12311 - Registered Nurse I		32.09
12312 - Registered Nurse II		39.27
12313 - Registered Nurse II, Specialist		39.27
12314 - Registered Nurse III		47.50
12315 - Registered Nurse III, Anesthetist		47.50
12316 - Registered Nurse IV		56.94
12317 - Scheduler (Drug and Alcohol Testing)		32.30
12320 - Substance Abuse Treatment Counselor		26.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.20
13012 - Exhibits Specialist II		29.98
13013 - Exhibits Specialist III		36.66
13041 - Illustrator I		24.20
13042 - Illustrator II		29.98
13043 - Illustrator III		36.66
13047 - Librarian		33.19
13050 - Library Aide/Clerk		13.22
13054 - Library Information Technology Systems Administrator		29.96
13058 - Library Technician		19.61
13061 - Media Specialist I		21.64
13062 - Media Specialist II		24.20
13063 - Media Specialist III		26.96
13071 - Photographer I		18.66
13072 - Photographer II		20.88
13073 - Photographer III		25.86
13074 - Photographer IV		31.62
13075 - Photographer V		38.26
13090 - Technical Order Library Clerk		19.65
13110 - Video Teleconference Technician		22.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.21
14042 - Computer Operator II		25.96
14043 - Computer Operator III		28.94
14044 - Computer Operator IV		32.16
14045 - Computer Operator V		35.62
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		23.21
14160 - Personal Computer Support Technician		32.16
14170 - System Support Specialist		35.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.26
15020 - Aircrew Training Devices Instructor (Rated)		43.86
15030 - Air Crew Training Devices Instructor (Pilot)		52.57
15050 - Computer Based Training Specialist / Instructor		36.26
15060 - Educational Technologist		37.73
15070 - Flight Instructor (Pilot)		52.57
15080 - Graphic Artist		24.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		52.57
15086 - Maintenance Test Pilot, Rotary Wing		52.57
15088 - Non-Maintenance Test/Co-Pilot		52.57
15090 - Technical Instructor		23.70
15095 - Technical Instructor/Course Developer		28.99
15110 - Test Proctor		19.14
15120 - Tutor		19.14
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.80
16030 - Counter Attendant		12.80
16040 - Dry Cleaner		16.45
16070 - Finisher, Flatwork, Machine		12.80
16090 - Presser, Hand		12.80
16110 - Presser, Machine, Drycleaning		12.80
16130 - Presser, Machine, Shirts		12.80
16160 - Presser, Machine, Wearing Apparel, Laundry		12.80
16190 - Sewing Machine Operator		17.52
16220 - Tailor		18.47
16250 - Washer, Machine		14.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.42
19040 - Tool And Die Maker		31.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.89
21030 - Material Coordinator		28.45
21040 - Material Expediter		28.45
21050 - Material Handling Laborer		19.45
21071 - Order Filler		17.49
21080 - Production Line Worker (Food Processing)		22.89
21110 - Shipping Packer		21.83
21130 - Shipping/Receiving Clerk		21.83
21140 - Store Worker I		17.88
21150 - Stock Clerk		22.36
21210 - Tools And Parts Attendant		22.89
21410 - Warehouse Specialist		22.89
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.68
23019 - Aircraft Logs and Records Technician		26.79
23021 - Aircraft Mechanic I		31.22
23022 - Aircraft Mechanic II		32.68
23023 - Aircraft Mechanic III		34.20
23040 - Aircraft Mechanic Helper		23.80
23050 - Aircraft, Painter		29.73
23060 - Aircraft Servicer		26.79
23070 - Aircraft Survival Flight Equipment Technician		29.73
23080 - Aircraft Worker		28.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.22
23110 - Appliance Mechanic		29.53
23120 - Bicycle Repairer		25.13
23125 - Cable Splicer		51.60
23130 - Carpenter, Maintenance		28.41
23140 - Carpet Layer		28.07
23160 - Electrician, Maintenance		31.66
23181 - Electronics Technician Maintenance I		30.45
23182 - Electronics Technician Maintenance II		32.03
23183 - Electronics Technician Maintenance III		33.66
23260 - Fabric Worker		26.65
23290 - Fire Alarm System Mechanic		27.93
23310 - Fire Extinguisher Repairer		25.13

23311 - Fuel Distribution System Mechanic		35.82
23312 - Fuel Distribution System Operator		29.01
23370 - General Maintenance Worker		24.43
23380 - Ground Support Equipment Mechanic		31.22
23381 - Ground Support Equipment Servicer		26.79
23382 - Ground Support Equipment Worker		28.24
23391 - Gunsmith I		25.13
23392 - Gunsmith II		28.07
23393 - Gunsmith III		31.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.22
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.58
23430 - Heavy Equipment Mechanic		30.76
23440 - Heavy Equipment Operator		29.00
23460 - Instrument Mechanic		31.03
23465 - Laboratory/Shelter Mechanic		29.53
23470 - Laborer		19.45
23510 - Locksmith		29.53
23530 - Machinery Maintenance Mechanic		31.87
23550 - Machinist, Maintenance		25.61
23580 - Maintenance Trades Helper		18.05
23591 - Metrology Technician I		31.03
23592 - Metrology Technician II		32.47
23593 - Metrology Technician III		33.98
23640 - Millwright		30.40
23710 - Office Appliance Repairer		21.79
23760 - Painter, Maintenance		25.82
23790 - Pipefitter, Maintenance		31.81
23810 - Plumber, Maintenance		30.27
23820 - Pneudraulic Systems Mechanic		31.03
23850 - Rigger		31.03
23870 - Scale Mechanic		28.07
23890 - Sheet-Metal Worker, Maintenance		31.78
23910 - Small Engine Mechanic		21.49
23931 - Telecommunications Mechanic I		27.50
23932 - Telecommunications Mechanic II		28.79
23950 - Telephone Lineman		31.37
23960 - Welder, Combination, Maintenance		27.63
23965 - Well Driller		31.03
23970 - Woodcraft Worker		31.03
23980 - Woodworker		25.13
24000 - Personal Needs Occupations		
24550 - Case Manager		18.62
24570 - Child Care Attendant		13.94
24580 - Child Care Center Clerk		17.38
24610 - Chore Aide		15.41
24620 - Family Readiness And Support Services Coordinator		18.62
24630 - Homemaker		18.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.67
25040 - Sewage Plant Operator		25.95
25070 - Stationary Engineer		32.67
25190 - Ventilation Equipment Tender		24.91
25210 - Water Treatment Plant Operator		25.95
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.72
27007 - Baggage Inspector		16.86
27008 - Corrections Officer		32.82
27010 - Court Security Officer		32.82
27030 - Detection Dog Handler		18.86
27040 - Detention Officer		32.82
27070 - Firefighter		32.82
27101 - Guard I		16.86
27102 - Guard II		18.86
27131 - Police Officer I		35.96
27132 - Police Officer II		39.96
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.00
28042 - Carnival Equipment Repairer		13.80
28043 - Carnival Worker		10.58
28210 - Gate Attendant/Gate Tender		17.97
28310 - Lifeguard		14.21
28350 - Park Attendant (Aide)		20.10
28510 - Recreation Aide/Health Facility Attendant		14.67
28515 - Recreation Specialist		24.90
28630 - Sports Official		16.01
28690 - Swimming Pool Operator		19.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.80
29020 - Hatch Tender		29.80
29030 - Line Handler		29.80
29041 - Stevedore I		28.29
29042 - Stevedore II		31.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.72
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.35
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.04
30021 - Archeological Technician I		23.69
30022 - Archeological Technician II		26.50
30023 - Archeological Technician III		32.82
30030 - Cartographic Technician		32.82
30040 - Civil Engineering Technician		33.14
30051 - Cryogenic Technician I		36.35
30052 - Cryogenic Technician II		40.14
30061 - Drafter/CAD Operator I		23.69
30062 - Drafter/CAD Operator II		26.50
30063 - Drafter/CAD Operator III		29.53
30064 - Drafter/CAD Operator IV		36.35
30081 - Engineering Technician I		18.85
30082 - Engineering Technician II		21.16
30083 - Engineering Technician III		23.67
30084 - Engineering Technician IV		29.33
30085 - Engineering Technician V		35.88
30086 - Engineering Technician VI		43.40
30090 - Environmental Technician		32.82
30095 - Evidence Control Specialist		32.82
30210 - Laboratory Technician		25.47
30221 - Latent Fingerprint Technician I		36.35
30222 - Latent Fingerprint Technician II		40.14
30240 - Mathematical Technician		32.82
30361 - Paralegal/Legal Assistant I		24.75
30362 - Paralegal/Legal Assistant II		30.67
30363 - Paralegal/Legal Assistant III		37.51
30364 - Paralegal/Legal Assistant IV		45.38
30375 - Petroleum Supply Specialist		40.14
30390 - Photo-Optics Technician		32.82
30395 - Radiation Control Technician		40.14
30461 - Technical Writer I		30.56
30462 - Technical Writer II		37.37
30463 - Technical Writer III		45.22
30491 - Unexploded Ordnance (UXO) Technician I		33.50
30492 - Unexploded Ordnance (UXO) Technician II		40.54
30493 - Unexploded Ordnance (UXO) Technician III		48.59
30494 - Unexploded (UXO) Safety Escort		33.50
30495 - Unexploded (UXO) Sweep Personnel		33.50
30501 - Weather Forecaster I		36.35
30502 - Weather Forecaster II		44.21
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.53

30621 - Weather Observer, Senior (see 2) 32.82

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.54
31020 - Bus Aide 16.96
31030 - Bus Driver 21.81
31043 - Driver Courier 19.37
31260 - Parking and Lot Attendant 15.89
31290 - Shuttle Bus Driver 17.27
31310 - Taxi Driver 13.42
31361 - Truckdriver, Light 20.57
31362 - Truckdriver, Medium 21.81
31363 - Truckdriver, Heavy 28.09
31364 - Truckdriver, Tractor-Trailer 28.09

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.76
99030 - Cashier 13.84
99050 - Desk Clerk 14.12
99095 - Embalmer 32.76
99130 - Flight Follower 33.50
99251 - Laboratory Animal Caretaker I 17.22
99252 - Laboratory Animal Caretaker II 18.28
99260 - Marketing Analyst 29.20
99310 - Mortician 32.76
99410 - Pest Controller 21.54
99510 - Photofinishing Worker 17.61
99710 - Recycling Laborer 24.02
99711 - Recycling Specialist 27.43
99730 - Refuse Collector 22.33
99810 - Sales Clerk 14.30
99820 - School Crossing Guard 19.19
99830 - Survey Party Chief 30.44
99831 - Surveying Aide 19.83
99832 - Surveying Technician 27.16
99840 - Vending Machine Attendant 21.56
99841 - Vending Machine Repairer 25.58
99842 - Vending Machine Repairer Helper 21.56

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that

represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """wash and wear""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """Service Contract Act Directory of Occupations""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """Service Contract Act Directory of Occupations""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""
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